

ABSTRAK

Penelitian ini bertujuan untuk mengetahui pengaruh motivasi berafiliasi dan *workplace friendship* terhadap kinerja karyawan dengan komitmen organisasional sebagai variabel intervening. Metode pengumpulan data ini menggunakan melalui survey dan mengedarkan kuisuner, dengan sampel 86 responden pada PT.Telkom Cabang Mukomuko. Metode analisis yang digunakan adalah regresi linear berganda dan analisis jalur (*Path Analysis*) dengan menggunakan SPSS versi 16.0.

Hasil penelitian yang didapatkan berdasarkan uji parsial (uji t) : (a) Motivasi Berafiliasi berpengaruh positif dan signifikan terhadap Komitmen Organisasional (b) *Workplace Friendship* berpengaruh positif dan signifikan terhadap Komitmen Organisasional (c) Motivasi Berafiliasi berpengaruh positif dan signifikan terhadap Kinerja Karyawan (d) *Workplace Friendship* berpengaruh positif dan signifikan terhadap Kinerja Karyawan (e) Komitmen Organisasional berpengaruh positif signifikan terhadap Kinerja Karyawan (f) Motivasi Berafiliasi berpengaruh positif dan signifikan terhadap Kinerja Karyawan dengan Komitmen Organisasional sebagai Variabel Intervening (g) *Workplace Friendsip* berpengaruh positif dan signifikan terhadap Kinerja Karyawan dengan Komitmen Organisasional sebagai Variabel Intervening.

Kata kunci : motivasi berafiliasi, *workplace friendship*, kinerja karyawan, komitmen organisasional

ABSTRACT

This study aims to determine the effect of affiliation motivation and workplace friendship on employee performance with organizational commitment as an intervening variable. This data collection method uses surveys and distributing questionnaires, with a sample of 86 respondents at PT. Telkom Mukomuko Branch. The analytical method used is multiple linear regression and path analysis with using SPSS version 16.0.

The results obtained based on the partial test (t test): (a) Affiliation Motivation has a positive and significant effect on Organizational Commitment (b) Workplace Friendship has a positive and significant effect on Organizational Commitment (c) Affiliated Motivation has a positive and significant effect on Employee Performance (d) Workplace Friendship has a positive and significant effect on Employee Performance (e) Organizational Commitment has a significant positive effect on Employee Performance (f) Affiliation Motivation has a positive and significant effect on Employee Performance with Organizational Commitment as an Intervening Variable (g) Workplace Friendship has a positive and significant effect on Performance Employees with Organizational Commitment as an Intervening Variable.

Keywords: affiliation motivation, workplace friendship, employee performance, organizational commitment